



Head of School

St. Paul Christian Academy
5033 Hillsboro Pike,
Nashville, TN 37215
615-269-4751
stpaulchristianacademy.org

St. Paul Christian Academy is an independent, interdenominational elementary school with grades junior kindergarten through sixth grade in the heart of Green Hills, Nashville, Tennessee.

Mission:

St. Paul Christian Academy integrates academic excellence with a passion for Christ to develop a strong foundation for young leaders who uniquely shape the world in which they live.

Accreditations:



Southern
Association of
Independent
Schools



Council on
Educational
Standards &
Accountability

The School

St. Paul Christian Academy's logo portrays three pillars which represent the foundational values of the school: academic excellence, passion for Christ, and leadership development. The warm, loving, nurturing environment prepares students for successful lives of purpose, faith, leadership, and academic success.

As an independent, interdenominational school, St. Paul is clear about its spiritual ethos:

We believe that children are image bearers of God himself. We desire all of our students to come to know and to love God, to understand his Word, and to develop the wisdom, courage, and strength to walk in his ways. We seek to be an authentic Christian community, characterized by a passion for Christ.

St. Paul Christian Academy was born as a ministry of the adjacent church, however the Academy is now governed independently without oversight from the church.

St. Paul students live and learn Christian values through the curriculum, daily devotions, weekly chapel, Bible classes, and myriad community service opportunities. An intentional leadership training program weaves throughout each grade level, culminating in the sixth grade capstone year.

Parents appreciate the Christian atmosphere, closeness and caring of the community, dedication of the faculty and administration. The school culture is warm, nurturing, and loving. The parent community supports and upholds the standards and mission of St. Paul enthusiastically and participates in various events throughout the academic year.

Entering its 50th year, St. Paul Christian Academy's academic standards are rigorous, and the curriculum challenges students to reach high and to prepare themselves for acceptance to and success at the most competitive preparatory schools in Nashville.



“There is a true focus on and embodiment of kindness and love at St. Paul and it does truly set the school and community apart.”

— Ian, Alumnus,
currently attending
Stanford University

In a developmentally appropriate, well-researched curriculum, students are challenged and supported by a faculty devoted to their students and their craft.

The campus is located in the beautiful Nashville suburb of Green Hills and occupies approximately seven attractively landscaped acres. Six buildings and outdoor athletic and recreation areas provide spacious classrooms, common meeting areas, and opportunities for athletics and outdoor activities. One of St. Paul’s uniquenesses is the naming of their school facilities, with buildings bearing the names of historic educational and religious leaders - William Holmes McGuffey, C.S. Lewis, and Isaac Watts.

The faculty is extraordinarily devoted to the school and their students. There is strong awareness of and commitment to the mission of the school.

The Position

St. Paul seeks a dynamic, highly relational professional who will become the visible presence of St. Paul in the greater Nashville community. The Head must be skilled in communicating the uniqueness, strength, and value proposition of St. Paul to prospective families.

The Head will have the opportunity to work closely with the Board of Trust in setting the strategic direction for the school. St. Paul desires a leader who can develop, refine, and clearly communicate a vision for the school and who possesses a keen understanding of the Nashville independent school market.

St. Paul seeks an empathetic, warm leader who is committed to Christ and who can lead the faculty and staff effectively and inspire others around him/her. Visible presence among and enthusiastic support of the faculty is essential from the Head. The Head should be joyful around young children and able to know each student and recognize and affirm them.

The Head of School reports to and works closely with the fifteen member Board of Trust. The Board governs the school by leading the school strategically and ensuring that St. Paul fulfills its mission. The Board also stewards St. Paul's financial and material resources. Beyond that, the Board of Trust sets policies on broad issues and helps with long-range planning.

The Head leads an administrative team of seven members including two assistant heads, one of whom is also a division head; an additional division head; two co-directors of admission; a director of development; and a director of marketing and



“From day one, we felt like a member of the community, with families constantly introducing themselves and asking if they could help with our transition.”

— **Linda & Tommy,**
parents of a St. Paul student

communications. The faculty and staff number approximately sixty, and the faculty:student ratio is 8:1.

The school is proud of its leadership curriculum, and the next Head will be responsible for magnifying that program in response to our ever-changing cultural environment.

Experience working in a senior leadership position in a Christian school is critical. The Head's role is pastoral in nature because of the closeness of the community.

The position begins no later than July 1, 2021. An interim Head of School is currently leading St. Paul.

St. Paul Pillars

Academic Excellence - St. Paul students and faculty pursue academic excellence in a loving and challenging environment where children learn to work hard while at the same time maintaining the wonder of childhood.

Passion for Christ - St. Paul desires all of our students to come to know and to love God, to understand his Word, and to develop the wisdom, courage, and strength to walk in his ways. The school seeks to be an authentic Christian community, characterized by a passion for Christ.

Leadership Development - St. Paul believes that God is calling all students to become Christian leaders in their homes, at their schools, in their future careers, and throughout their lives. The school equips students to understand Christian leadership and gives them opportunities to practice leading.

Spiritual Life

Since St. Paul's founding, the school's Christian identity has been central to the mission. St. Paul Christian Academy believes that children are image bearers of God himself. The school desires that all students come to know and love God, understand his Word, and develop the wisdom, courage, and strength to walk in his ways. St. Paul seeks to be an authentic Christian community, characterized by a passion for Christ. The curriculum and culture of the school reflects this through daily devotions, weekly chapel services led by students, Bible classes, and a variety of ministries to the community. A Director of Spiritual Life guides and oversees the religious programs at St. Paul which begin in Junior Kindergarten and extend to a culminating experience in the capstone sixth grade year.

Fast Facts

School Facts

Religious Affiliation:
Christian, independent,
interdenominational

Established in: 1971

Grades: JK - 6th

Total Enrollment: 285

**Student:Teacher
Ratio:** 8:1

**90% acceptance to top
choice, next-level school**

**Over 20 sports and arts
activities**

Faculty

Teaching Staff: 65

Full Time: 53

Part Time: 12

With Advanced Degrees:
25

Tuition

**3-Day Junior
Kindergarten:** \$7,995

**5-Day Junior
Kindergarten:** \$13,995

**Kindergarten to
6th Grade:** \$19,145

Financial Aid

Need-based

Over \$400,000 awarded

**20% of students
receive assistance**

Financial Information

\$348,000 Endowment

**\$5.5 Million Operating
Budget**

Diversity Statement

The mission of St. Paul Christian Academy is best accomplished through a racially, ethnically and socio-economically diverse school community. The school seeks diverse students, faculty, staff, and trustees who embrace the mission to integrate academic excellence with a passion for Christ to develop a strong foundation for young leaders who uniquely shape the world in which they live.

Program Features

Academics

St. Paul holds high expectations for students and provides a nurturing and challenging environment to help them meet those expectations and reach their highest potential. St. Paul prepares children for acceptance to and success in the most selective college-preparatory schools in Nashville. The school demonstrates academic excellence through ongoing faculty attention to curricular improvement and adoption of practices that benefit the whole child—spiritually, intellectually, socially, and physically—while preparing each student with the skills and habits of the mind they will need to succeed. A generous budget and strong encouragement toward professional development ensure effective instruction.

The literacy program focuses on establishing phonemic awareness, blending and segmenting sounds into words, developing vocabulary and building listening comprehension. Students will establish the correct motor movements necessary to form letters and numbers in our writing program, while also practicing the act of putting their thoughts on paper using pictures, single words, and sentences. The math program builds an understanding of numbers and computation, as well as developing skills in problem-solving and logical thinking. The academic and co-curriculum programming includes a robust STEAM (Science, Technology, Engineering, and Mathematics) program specific for each division.

Lower School begins in junior kindergarten and continues through second grade. The early elementary years are incredibly formative for children’s academic, social, and spiritual growth. St. Paul immerses these young students in a supportive and nurturing learning environment. The school seeks to cultivate active and creative learners through a developmentally appropriate curriculum, creating habits and values that are relevant and long lasting. Language arts lessons are anchored in multisensory language instruction that stimulates and builds auditory, visual, and kinesthetic pathways to learning. St. Paul’s



“My favorite part of being a student at St. Paul is that the small St. Paul community allows students to form close relationships with students, teachers and other faculty.”

— Miller, current student

teaches the structure of language and the tools that strengthen reading, writing, and spelling.

In the **Upper School** (third through sixth grade), the academic curriculum remains anchored in the four core disciplines of mathematics, language arts, science, and history. Third graders receive instruction in each discipline from one homeroom teacher, but the fourth, fifth, and sixth-grade students rotate through subject-specific faculty, rather than staying with a single teacher. Fourth through sixth-grade homeroom teachers serve as subject-matter experts in a core discipline. This structure allows St. Paul to focus more intently on each academic area to prepare students for entrance into, and success within, the most selective college preparatory schools in Nashville. Approximately ninety percent of St. Paul graduates are admitted to their first choice next level school. Both fifth and sixth grade students enjoy a variety of electives such as public speaking, coding, service, and songwriting.

The **Center for Student Success** (CSS) is a program designed to support and enrich students through research-based methods proven to unlock student potential. The Center serves as a resource and as part of a collaborative team with teachers, parents, and outside providers. CSS staff work individually with students but also work closely with classroom teachers and parents. The CSS staff are credentialed as Certified Academic Language Therapists or Practitioners. All of St. Paul’s lower school teachers are trained by the CSS staff in the multisensory language approach.

Leadership

Students at all levels are provided opportunities to develop public speaking, empathy, and leadership. A “buddy program” which pairs older students with younger ones begins for the leaders in the third grade. Parents cite these relationships as being among the most memorable and precious moments in their children’s school lives. A reflective retreat at the end of fifth grade charges the rising sixth graders with their leadership roles the following year. The capstone year of sixth grade opens with a leadership retreat to establish the yearly theme verse for the entire school. Given the considerable responsibilities throughout the year, the sixth grade leaders experience a ceremony celebrating their accomplishments during their trip to Washington DC. Teachers and administrators at next level schools frequently comment that St. Paul graduates are distinguishable because of their comfort with leadership and respectful, mannerly demeanor.



Athletics

St. Paul offers athletic participation to students as early as the fourth grade. Sports include football, basketball, cheerleading, cross country, golf, track & field, and volleyball. In recent years, approximately 70% of eligible students have played on at least one team. Every student who wishes to participate in a particular sport is given an opportunity.

Performing Arts

Students have the opportunity to gain confidence, hone their acting skills, and gain invaluable experience in the performing arts beginning in third grade. The Third Grade Play is a St. Paul tradition, where third graders have the opportunity to perform a morality play, similar to an Aesop's fable, dressed as various animal characters. The Spring Musical is another acting opportunity, where upper-school students participate in acting, theatrical production, and singing.



NEXT-LEVEL SCHOOLS GRADUATES ATTEND

- Montgomery Bell Academy
- Harpeth Hall School
- Brentwood Academy
- Christ Presbyterian Academy
- Franklin Road Academy
- Lipscomb Academy
- Public schools

SCHOOL MEMBERSHIPS

- Southern Association of Independent Schools (SAIS)
- National Association of Independent Schools (NAIS)
- Council on Educational Standards & Accountability (CESA)



Location

Nashville, Tennessee

Nashville is the capital and most populous city in Tennessee. Located along the Cumberland River, Nashville has been one of the fastest growing cities in the United States in recent years, with a population of approximately 2 million people.

Commonly known as "Music City," Nashville is a hub of the music industry. Although all types of music flourish in Nashville, country music is its most famous. Nashville is the home of several music museums and halls of fame featuring the Country Music Hall of Fame.



In addition to music, Nashville's economy is strong and diverse, and the city serves as a center for publishing, health care, banking, automotive, and transportation industries. Nashville has a vibrant arts culture and is home to the Frist Art Museum, Andrew Jackson's Hermitage, and the Tennessee State Museum. For sports fans, Nashville hosts a minor league baseball team, MLS soccer club, the NFL's Tennessee Titans, and the NHL's Nashville Predators.

Nashville has been called the "Athens of the South," as many colleges and universities call the city home including Vanderbilt University, Belmont University, Fisk University, Lipscomb University, Tennessee State University, and Trevecca Nazarene University.



St. Paul is located in Green Hills, one of the most desirable and attractive areas to live in Nashville. Shopping and dining options abound, and Green Hills is home to the famous Bluebird Cafe, one of the most popular live music venues in Nashville.

Professional Qualifications of the Head of School

The successful candidate will:

- have strong abilities to promote the school in the greater Nashville area
- possess strong faculty leadership and coaching skills
- be an effective manager of all aspects of the school
- be a strategic, long-range planner
- have experience in a leadership position in a Christian school community
- a graduate degree is highly preferred



Personal Qualifications of the Head of School

This warm, close-knit community at St. Paul Christian Academy expects a leader who:

- possesses a warm, empathetic leadership style
- has a deep commitment to Christ
- has strong, clear, compelling communication skills
- is able to inspire others around him/her
- is passionate about education in general and elementary education specifically
- Is able to clearly articulate a vision for a distinctively Christian education



“We have been so grateful for how each of the teachers our kids have had throughout the years have loved on them, invested in them, challenged them, and encouraged them.”

— Darby and Chad
parents of two St.
Paul students

How to Apply

Prospective candidates should send the following materials in a single PDF document to the search consultants by September 30, 2020:

- Letter of interest specifically addressing this position and school
- Resume (education and work experience)
- Statement of educational philosophy
- Statement of faith
- List of five professional references with contact information
- Letters of reference, if available, but not required

Consultants

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The Education Group supports the practice of non-discrimination on the basis of race, religion, gender, sexual orientation, age, national origin, or disability in its recruitment of candidates.

